

CLAIMS

What is claimed is:

1. A enterprise employment portal webservice and process system, comprising:

An employer's client's machine in selective communication with the webservice server, the employer's client's machine submitting a softskills psychometric and technical skills profile for the job they want to fill, providing a search request to the webservice server and initiating a search of the job seeker information in the database search parameters defined by the profile which was submitted by the potential employer; and

A job seeker's client machine in selective communication with the webservice server, the server communicating to the job seeker's client's machine a softskills psychometric and technical skills profile form to be completed by the job seeker, the form having a plurality of fields relevant to the employment, the job seeker's client's machine selectively transmitting to the webservice server summary information defined by at least complete fields of the form, the database receiving and ranking, with a proprietary matching algorithm software program.

2. An enterprise employment portal webservice and process system in accordance with claim 1, wherein the database is accessible to the job seeker's machine and the employer's machine via the internet.

3. An employment webservice and process system in accordance with claim 2, wherein the job seeker's machine and the employer's machine includes a world wide

web browser, wherein the job seeker's machine and the employer's machine are connected to the server via the world wide web, and wherein the softskills psychometric profile, technical skills and resumes use XMAL (extensible markup language) which is text-based.

4. The employment webservice and process as in claim 1, wherein the softskills psychometric profile includes distinct character types of workplace preferences.

5. A profile as in claim 4, wherein the distinct character types are based on 13 workplace preference metrics and comprise:

action seekers;

leaders;

do the work; and

team spirit

6. A profile as in claim 4, wherein there is a technical skills profile.

7. An enterprise employment portal webservice and process system in accordance with claim 1 having a softskills psychometric and technical skills profile having corresponding fields for the employer and job seeker, adapted to be filled in by an employer or job seeker, and wherein the proprietary matching algorithm software program initiates a ranking process to compare the fit of the job seeker for the potential employer.

8. A method carried out by the website including a memory, and including a database comprised by the memory, the method comprising:

communicating a softskills psychometric and technical skills profile submitted by

an employer, having a plurality of fields relevant to the employment,

receiving summary information for at least some of the fields of form from a corresponding job seeker submitted softskills psychometric test and technical skills profile,

stored in the database the data entry defined by the summary information from the softskills psychometric and technical skills profile fields, associating the summary information submitted by the employer and job seeker,

ranking the job seeker for each particular job they have applied for by using the softskills psychometric and technical skills profile which has been submitted by that particular employer.

9. A method as in claim 8, wherein an job seeker ranking page is generated which contains percentage of fit, company, job title, location, rank and job status.

10. A method as in claim 8, wherein a job profile is generated containing fields with the job seeker's ID, company name, job title, date of technical skills and psychometric softskills profile submitted, location of job and status.